

## Fully Loaded Labor Rate Development

Company: United Telephone – Indiana

Work Function: CO Technician

1. Basic Wage Rate	\$17.28
2. Exempt Material	\$0.47
3. Field Supervisor	\$11.48
4. Nonproductive	\$4.15
5. Payroll Loadings	\$4.32
6. General Office Supervisor	\$5.99
7. Provisioning Expense	\$0.01
8. Vacation Expense	\$1.96
9. Vehicle Expense	\$0.51
10. General and Admin	---
11. Assignment	---
12. Other	---
13. Fully Loaded Labor Rate (L1+..+L12)	<u><u>\$46.17</u></u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Indiana

Work Function: Administrative

1. Basic Wage Rate	\$19.14
2. Payroll Loadings	\$3.70
3. General and Administrative	---
4. Other	---
5. Fully Loaded Labor Rate (L1+..+L4)	<u><u>\$22.84</u></u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Indiana

Work Function: Legal

1. Basic Wage Rate	\$39.08
2. Payroll Loadings	\$3.26
3. General and Administrative	---
4. Other	---
5. Fully Loaded Labor Rate (L1+..+L4)	<u><u>\$42.34</u></u>

**EXHIBIT 3**

**FULLY LOADED LABOR RATE DEVELOPMENT  
UNITED TELEPHONE - MIDWEST (MISSOURI)**

## Fully Loaded Labor Rate Development

Company: United Telephone – Midwest (Missouri only)

Work Function: Carrier Service Center

1. Basic Wage Rate	\$24.25
2. Payroll Loadings	\$4.37
3. General and Administrative	---
4. Other	<u>\$16.73</u>
5. Fully Loaded Labor Rate (L1+..+L4)	<u><u>\$45.35</u></u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Midwest (Missouri only)

Work Function: Engineer

1. Basic Wage Rate	\$22.38
2. Engineering Expense	\$4.84
3. Nonproductive	\$0.84
4. Payroll Loadings	\$4.03
5. Vacation Expense	\$0.36
6. General and Admin	---
7. Other Engineering	---
8. Other	---
9. Fully Loaded Labor Rate (L1+..+L8)	<u>\$32.45</u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Midwest (Missouri only)

Work Function: CO Technician

1. Basic Wage Rate	\$17.07
2. Exempt Material	\$1.47
3. Field Supervisor	\$13.18
4. Nonproductive	\$1.98
5. Payroll Loadings	\$3.10
6. General Office Supervisor	\$2.57
7. Provisioning Expense	---
8. Vacation Expense	\$2.00
9. Vehicle Expense	\$1.87
10. General and Admin	---
11. Assignment	---
12. Other	---
13. Fully Loaded Labor Rate (L1+..+L12)	<u><u>\$43.24</u></u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Midwest (Missouri only)

Work Function: Administrative

1. Basic Wage Rate	\$24.51
2. Payroll Loadings	\$4.41
3. General and Administrative	---
4. Other	<u>\$16.91</u>
5. Fully Loaded Labor Rate (L1 + .. + L4)	<u><u>\$45.83</u></u>



## Fully Loaded Labor Rate Development

Company: United Telephone – Midwest (Missouri only)

Work Function: Legal

1. Basic Wage Rate	\$38.85
2. Payroll Loadings	\$7.00
3. General and Administrative	---
4. Other	<u>\$2.28</u>
5. Fully Loaded Labor Rate (L1+..+L4)	<u><u>\$48.13</u></u>

**EXHIBIT 3**

**FULLY LOADED LABOR RATE DEVELOPMENT**

**CAROLINA TELEPHONE (NORTH CAROLINA)**

## Fully Loaded Labor Rate Development

Company: Carolina Telephone (North Carolina)

Work Function: Carrier Service Center

1. Basic Wage Rate	\$29.84
2. Payroll Loadings	\$4.94
3. General and Administrative	---
4. Other	---
5. Fully Loaded Labor Rate (L1 + .. + L4)	<u><u>\$34.78</u></u>

## Fully Loaded Labor Rate Development

Company: Carolina Telephone (North Carolina)

Work Function: Engineer

1. Basic Wage Rate	\$21.47
2. Engineering Expense	\$17.73
3. Nonproductive	\$3.57
4. Payroll Loadings	\$3.82
5. Vacation Expense	\$1.87
6. General and Admin	---
7. Other Engineering	---
8. Other	---
9. Fully Loaded Labor Rate (L1 + .. + L8)	<u>\$48.46</u>

## Fully Loaded Labor Rate Development

Company: Carolina Telephone (North Carolina)

Work Function: CO Technician

1. Basic Wage Rate	\$17.80
2. Exempt Material	\$3.55
3. Field Supervisor	\$4.81
4. Nonproductive	\$8.84
5. Payroll Loadings	\$3.42
6. General Office Supervisor	\$6.47
7. Provisioning Expense	---
8. Vacation Expense	\$2.36
9. Vehicle Expense	\$0.48
10. General and Admin	---
11. Assignment	---
12. Other	---
13. Fully Loaded Labor Rate (L1+..+L12)	<u>\$47.73</u>

## Fully Loaded Labor Rate Development

Company: Carolina Telephone (North Carolina)

Work Function: Administrative

1. Basic Wage Rate	\$30.16
2. Payroll Loadings	\$4.62
3. General and Administrative	---
4. Other	---
5. Fully Loaded Labor Rate (L1+..+L4)	<u><u>\$34.78</u></u>

## Fully Loaded Labor Rate Development

Company: Carolina Telephone (North Carolina)

Work Function: Legal

1. Basic Wage Rate	\$39.74
2. Payroll Loadings	\$5.26
3. General and Administrative	---
4. Other	---
5. Fully Loaded Labor Rate (L1 + .. + L4)	<u>\$45.00</u>

**EXHIBIT 3**

**FULLY LOADED LABOR RATE DEVELOPMENT**

**UNITED TELEPHONE - OHIO**



## Fully Loaded Labor Rate Development

Company: United Telephone – Ohio

Work Function: Carrier Service Center

1. Basic Wage Rate	\$18.20
2. Payroll Loadings	\$2.12
3. General and Administrative	---
4. Other	---
5. Fully Loaded Labor Rate (L1+..+L4)	<u><u>\$20.32</u></u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Ohio

Work Function: Engineer

1. Basic Wage Rate	\$20.36
2. Engineering Expense	\$7.29
3. Nonproductive	\$3.84
4. Payroll Loadings	\$2.82
5. Vacation Expense	\$1.83
6. General and Admin	---
7. Other Engineering	---
8. Other	---
9. Fully Loaded Labor Rate (L1 + .. + L8)	<u>\$36.14</u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Ohio

Work Function: CO Technician

1. Basic Wage Rate	\$17.28
2. Exempt Material	\$0.47
3. Field Supervisor	\$11.48
4. Nonproductive	\$4.15
5. Payroll Loadings	\$4.32
6. General Office Supervisor	\$5.99
7. Provisioning Expense	\$0.01
8. Vacation Expense	\$1.96
9. Vehicle Expense	\$0.51
10. General and Admin	---
11. Assignment	---
12. Other	---
13. Fully Loaded Labor Rate (L1+..+L12)	<u>\$46.17</u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Ohio

Work Function: Administrative

1. Basic Wage Rate	\$19.14
2. Payroll Loadings	\$3.70
3. General and Administrative	---
4. Other	---
5. Fully Loaded Labor Rate (L1+..+L4)	<u><u>\$22.84</u></u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Ohio

Work Function: Legal

1. Basic Wage Rate	\$39.08
2. Payroll Loadings	\$3.26
3. General and Administrative	---
4. Other	---
5. Fully Loaded Labor Rate (L1 + .. + L4)	<u><u>\$42.34</u></u>

**EXHIBIT 3**

**FULLY LOADED LABOR RATE DEVELOPMENT**

**UNITED TELEPHONE - EASTERN (PENNSYLVANIA)**

## Fully Loaded Labor Rate Development

Company: United Telephone – Eastern (Pennsylvania only)

Work Function: Carrier Service Center

1. Basic Wage Rate	\$18.01
2. Payroll Loadings	\$4.10
3. General and Administrative	---
4. Other	---
5. Fully Loaded Labor Rate (L1+..+L4)	<u><u>\$22.11</u></u>

## Fully Loaded Labor Rate Development

Company: United Telephone – Eastern (Pennsylvania only)

Work Function: Engineer

1. Basic Wage Rate	\$19.86
2. Engineering Expense	\$10.73
3. Nonproductive	\$6.91
4. Payroll Loadings	\$4.53
5. Vacation Expense	\$3.40
6. General and Admin	---
7. Other Engineering	\$1.00
8. Other	---
9. Fully Loaded Labor Rate (L1+..+L8)	<u><u>\$46.43</u></u>



## Fully Loaded Labor Rate Development

Company: United Telephone – Eastern (Pennsylvania only)

Work Function: CO Technician

1. Basic Wage Rate	\$16.29
2. Exempt Material	\$0.84
3. Field Supervisor	\$12.54
4. Nonproductive	\$4.07
5. Payroll Loadings	\$4.11
6. General Office Supervisor	\$7.91
7. Provisioning Expense	\$0.40
8. Vacation Expense	\$3.05
9. Vehicle Expense	\$2.01
10. General and Admin	---
11. Assignment	---
12. Other	<u>\$1.40</u>
13. Fully Loaded Labor Rate (L1+..+L12)	<u><u>\$52.62</u></u>